



**US Army Corps
of Engineers**
Northwestern Division

Northwestern Division Campaign Plan Update

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18 November 1997**



- **Columbia River & Missouri River Operations**

- **Organizational Structure**

- **Two Regions one Division**

- **District Support to Division**
- **Strategic Partnering**
- **Improve Business Processes**

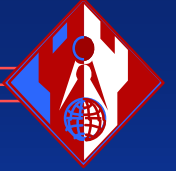


- **Target Awards**
- **Develop Diverse Work Force**
- **Communicate the Vision**
- **Marketing Strategy**

- **One Door to the Corps**

- **Leverage New Technologies**

- **Tell Army and Corps Story**



Columbia/Missouri River Operations



Milestones

Columbia River

- | | |
|---------------------------|-----------|
| ● 30% IPR Senior Leaders | 12 Aug 97 |
| ● Union Consultation | 18 Aug 97 |
| ● 70% IPR Senior Leaders | 26 Sep 97 |
| ● 90% IPR Senior Leaders | 5 Jan 98 |
| ● Final Division Briefing | 26 Feb 98 |

Missouri River

- | | |
|--|----------|
| ● 15% MRR IPR with Division Commander
on Water Control and O&M Function | 9 Jul 98 |
| ● 50% MRR IPR with Division Commander | 3 Dec 97 |
| ● 95% MRR IPR on Water Control and O&M
with Commander | 1 Apr 98 |
| ● Final MRR Decision Briefing | 1 May 98 |



Columbia/Missouri River Operations River Operations

- **Workgroups -**
 - **Hydropower - NPR**
 - **Centralized RCC - NPR/MRR**
 - **Inland Navigation - NPR**
 - **Fish Passage - NPR**
 - **Automation - NPR/MRR**
 - **Water Control - NPR/MRR**
 - **Operation & Maintenance - MRR**



Columbia/Missouri River Operations

- **Background -**
 - **Improve Coordination**
 - **Optimize Capabilities**
 - **Desired Improvements**
 - **Better Responsiveness**
 - **Potential Resource Savings**



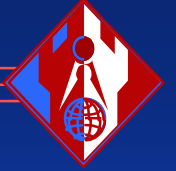
Columbia River Operations

- **Lessons Learned -**
 - **Centralized Hydropower**
 - No Cost Savings/Most Effective Organization
 - **Inland Navigation**
 - No Cost Savings
 - Safety Issues
 - **RCC**
 - Central Data Control
 - Significant Cost Savings
 - FTE Savings (3)
 - **Fish Passage (SERG process - need for central management)**
 - **Water Control - Ongoing**



Missouri River Operations

- **Lessons Learned -**
 - **Water Control Data System**
 - Substantial Cost Savings Anticipated
 - **One Staff Concept at Region HQs is Evolving**
 - O&M Budget
 - Construction
 - Hydropower
 - Navigation



Two Regions One Division

TOPICS

- Roles of Deputies
- Consolidated Processes



Roles of Deputies

- Division-wide Corporate Perspective
- Resolution of Customer Issues (Regional Impact)
- Oversight of District Performance and Program Execution
- Directive Authority

Deputy MRR

Deputy NPR

- Staff Interface

- Division HQ
- Kansas City/Omaha Districts
- POC Regional Issues (Military & Civil)

Designation



Second-In-Command

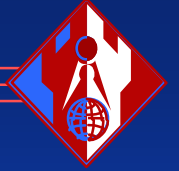
- Staff Interface

- Division HQ
- Walla Walla/Seattle/Portland
- POC Regional Issues (Military & Civil)

Designation



Chief of Staff



Northwestern Division Consolidated Business Processes and Procedures

- **Completed:**
 - **Division -Wide Information Management Steering Committee**
 - **Standardize Office Symbols**
 - **Internal Review**
 - **Division-wide Program Review Board**

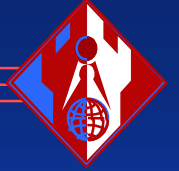


Northwestern Division

Consolidated Business Processes and Procedures

● On-going:

- Common Data Base
- Executive Resource Board
- Division-Wide PBAC
- Command Inspection Program
- Quality Assurance
- Correspondence Signatures
- Strategic Planning Board
- History Program
- Distinguished Employees
- Leader Development
- Consolidated Staff Meetings
- Revision of Division Regulations, Policies, and Circulars



Northwestern Division

Consolidated Business Processes and Procedures

- Lessons Learned:
 - Invest in Technology “a must”
 - Long-term Process
 - Significant Cultural Differences Between Regional Headquarters